the implementation of the International Covenant on Economic, Social and Cultural Rights and the Convention on the Elimination of All Forms of Discrimination against Women. From 2009 to 2014, Mr. Ma worked in the Laws and Regulations Department of the Ministry. During that period, he participated in the amendment of the Law on Prevention and Control of Occupational Diseases, the Law on Work Safety and the Legislation of the Military Personnel Insurance Law. He also took part in the law enforcement inspection of the Labour Contract Law and the Law on the Protection of Rights and Interests of Women. From 2008 to 2009, he was responsible for personnel management of the public institutions affiliated with the Ministry of Human Resources and Social Security and, from 2001 to 2008, worked in the Personnel and Education Department of the Ministry of Personnel, where he was in charge of training, salary and welfare. From 1999 to 2001, he was a trainee in the young civil servants training programme of the Chinese Academy of Governance and, in 2006, he was a trainee at the European Institute of Public Administration. Mr. Ma holds a Bachelor's degree in Law from Nankai University as well as a Master's degree in Management from Renmin University of China.